Women in STEMM and SAGE Athena SWAN Program: QUT’s journey so far

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Abstract

In 2013, QUT approved a suite of seven recommendations for improving gender equity for women at QUT, which arose from the ‘Gender equity, research, and related issues at QUT’ report. Implementation funding was subsequently made available for 2014 to 2016. This was later extended to 2017 to accommodate the emergence of the Athena SWAN SAGE program, for which QUT was accepted as an inaugural member. In 2016, QUT successfully launched the Women in STEM program, which was one of the seven recommendations. It delivers a suite of programs to improve the retention and advancement of women in STEM, through support programs, removal of barriers and biases, and better access to leadership positions. With the emergence of the SAGE process, the Women in STEMM program (now with two Ms), was broadened to match the SAGE scope. SAGE requires institutional participants to collect, analyse and present data on gender and diversity equity policies and practices in STEMM departments, as well as identify gaps and opportunities for improvement.

This presentation, will outline QUT’s ‘re-imagined’ approach to the Women in STEMM and Athena SWAN initiatives. This approach has been to build reporting systems (these will be demonstrated during the presentation) and methodologies for the long-term, at the same time as maintaining the momentum of existing STEMM reform programs. Participants will be encouraged to discuss how their institutions might maximise the effectiveness of their women in STEMM programs, as well as building sustainable reporting infrastructure, for long term use in the SAGE accreditation process.